Manpower Management

Presentation to the

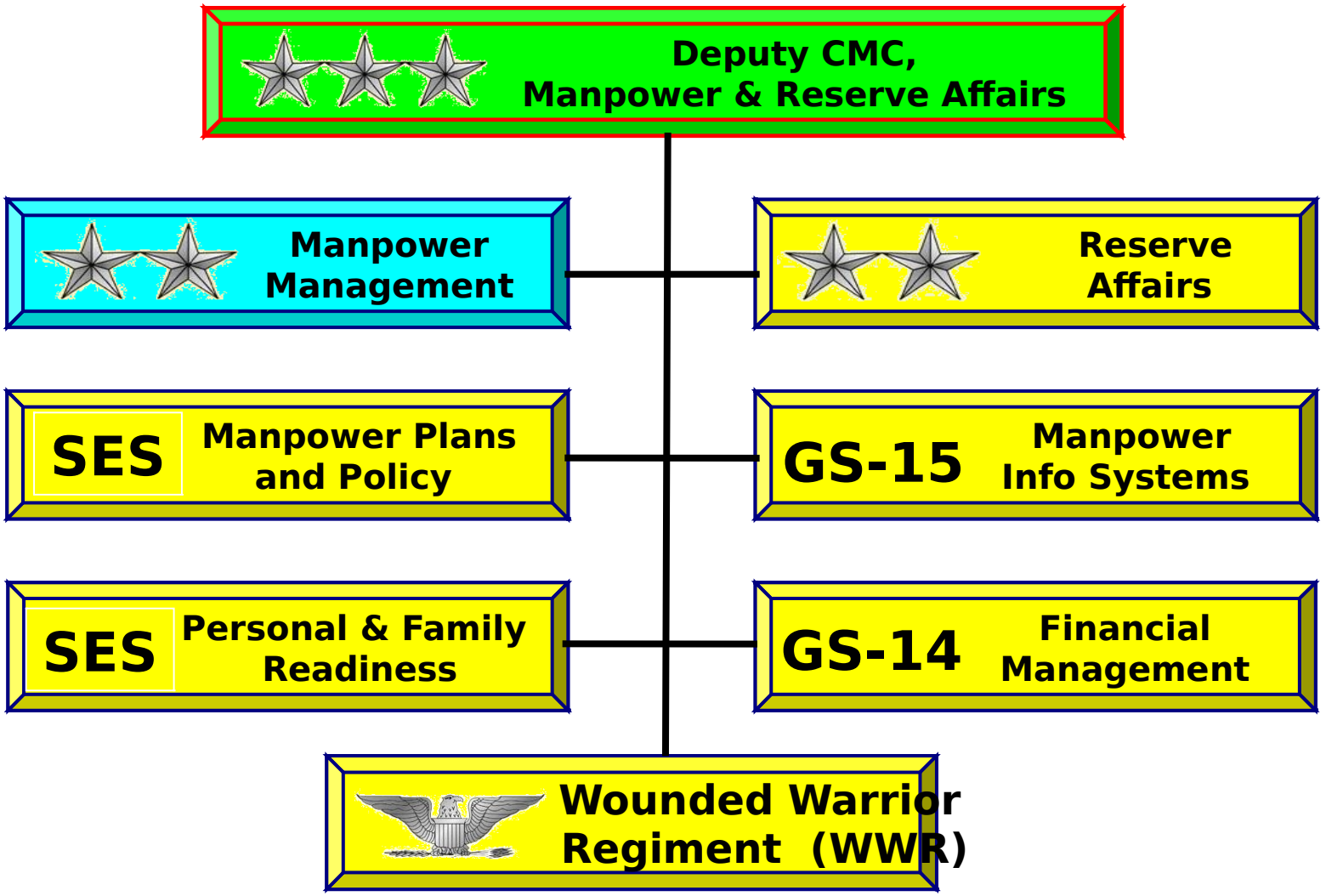
2008 Logistics Board

Col Stephen G. Nitzschke
Head, MMOA

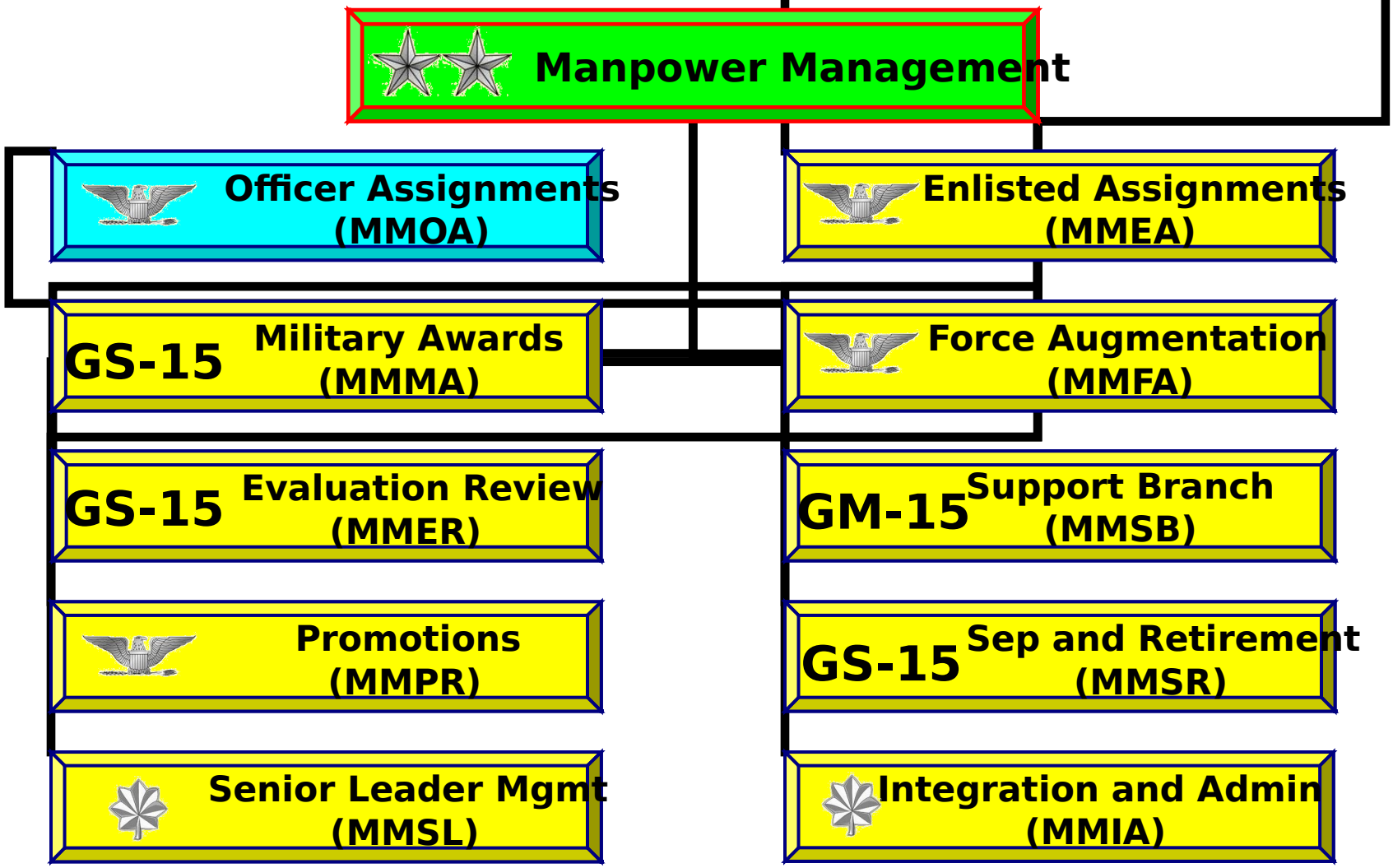
Agenda

- **Organization**
- **Force Management**
  - End-strength Update
  - Active/Reserve Component
  - Budget
  - Family Readiness
  - Every Marine to the Fight
- **Career Progression**

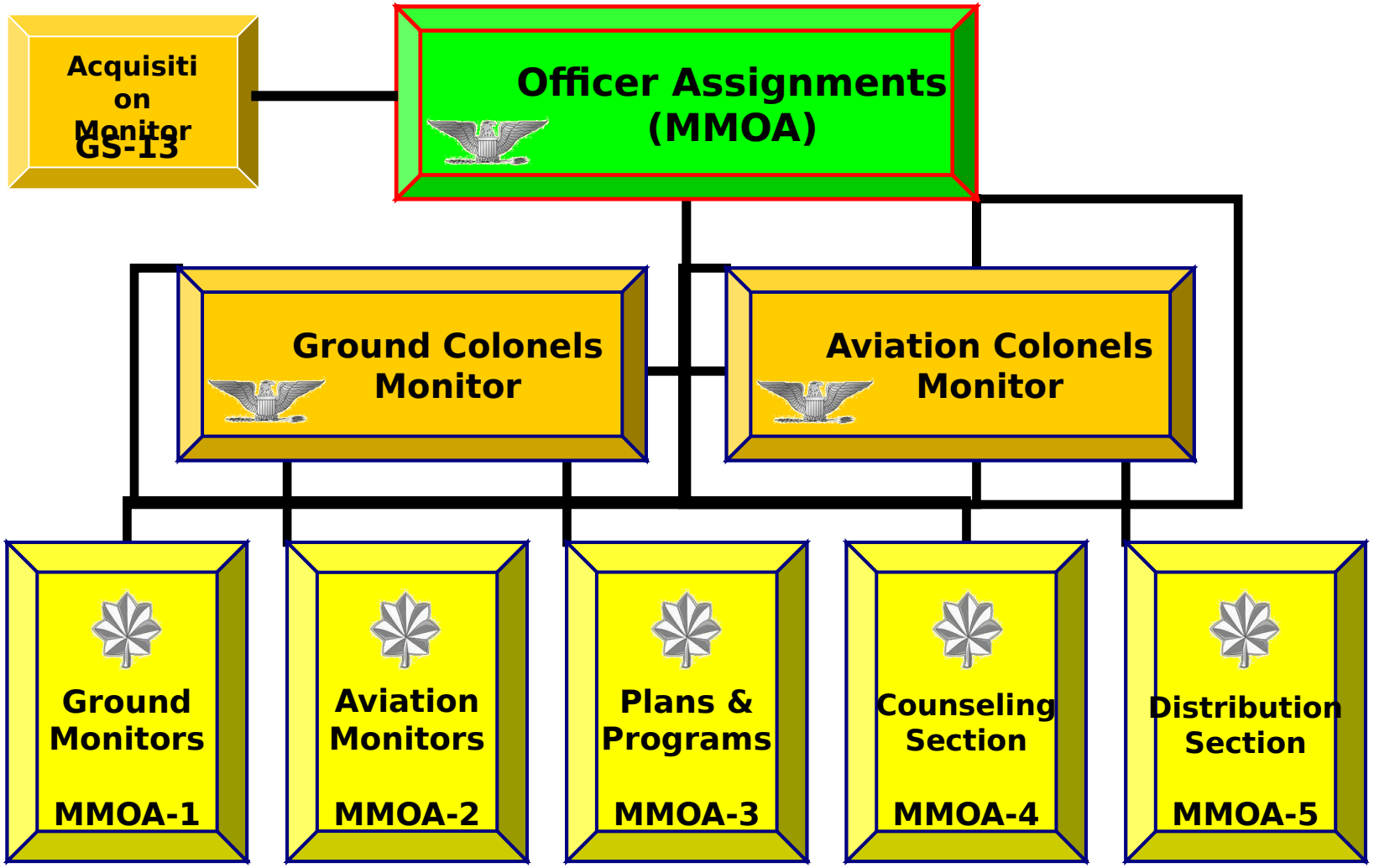
The Organization



The Organization



The Organization



The Total Force

- **Regular Component:**

Officers:	20,088
Enlisted:	174,590
Total:	197,500

- **Reserve Component:**

SMCR:	37,937
IRR:	56,673
Total:	94,610

- **Civilians:**

SES:	26
GS 14/15:	844
GS Other:	19,300*
Non-App Fund:	10,400
Total:	20,170

*Includes Foreign Nationals

- **Family Members:**

Total: 194,141*

(*Active Duty only)

KEY RATIOS

Officer to Enlisted: 1 to 8.7

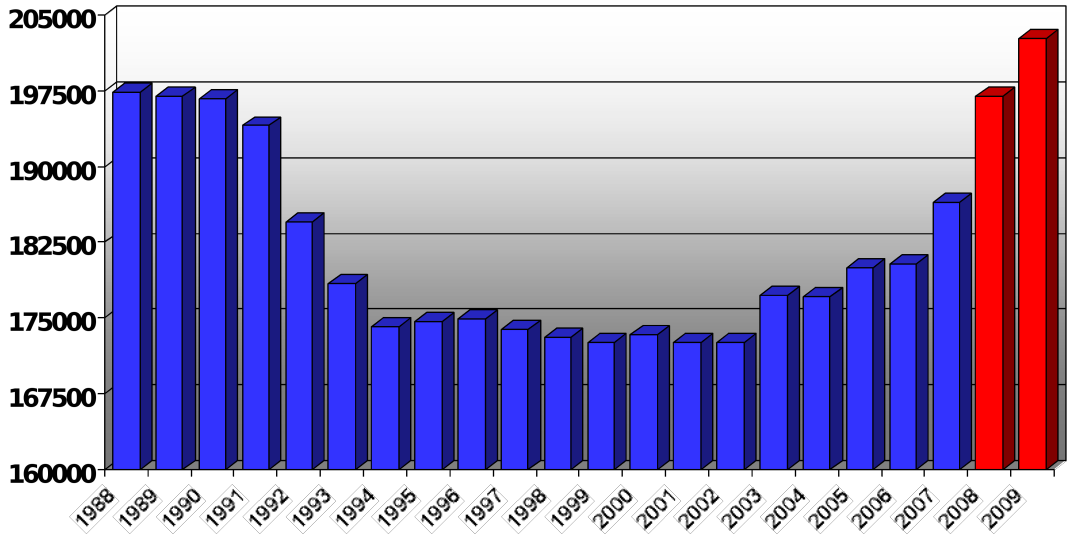
Civilian to Active: 1 to 9.7*

*Ratio includes only appropriated civilians

End-Strength Update (AC)

CMC Intent

- Execute End Strength ramp-up as quickly as possible
- Help achieve 1:2 unit deployment-to-dwell ratio for OIF/OEF/Long War
- Build capacity to train and respond to other crises (Balanced MAGTF)



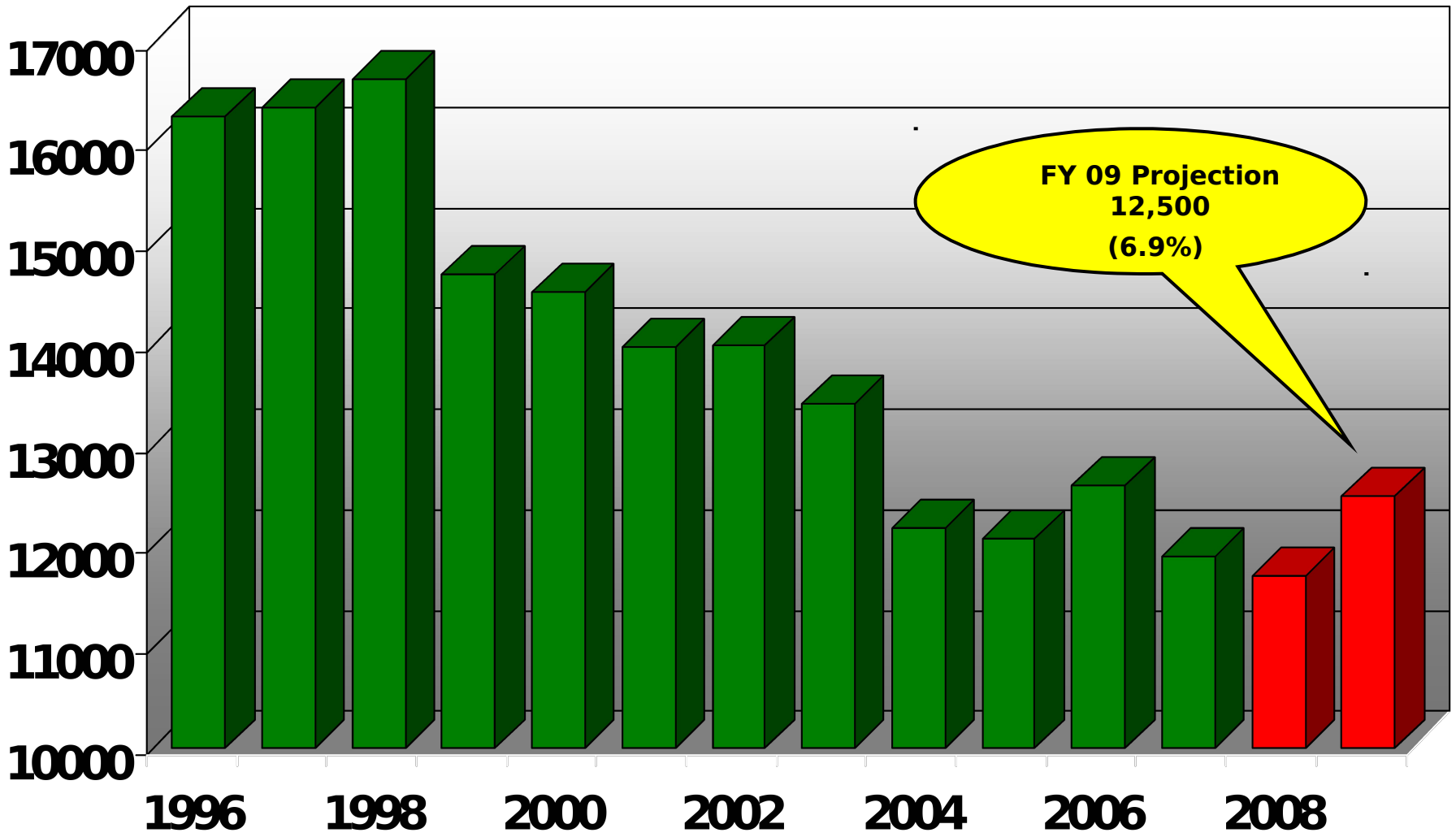
	OFFICERS	ENLISTED	TOTAL
BUDGETED STRENGTH	20,757	180,770	201,527
P2T2	4,127	25,613	29,740
AVAILABLE MANNING	16,630	155,157	171,787
T/O	17,383	147,924	165,307
DELTA	-753	7,233	6,480
MANNING %	95.67%	104.89%	103.92%

FY09 Retention Plan (AC)

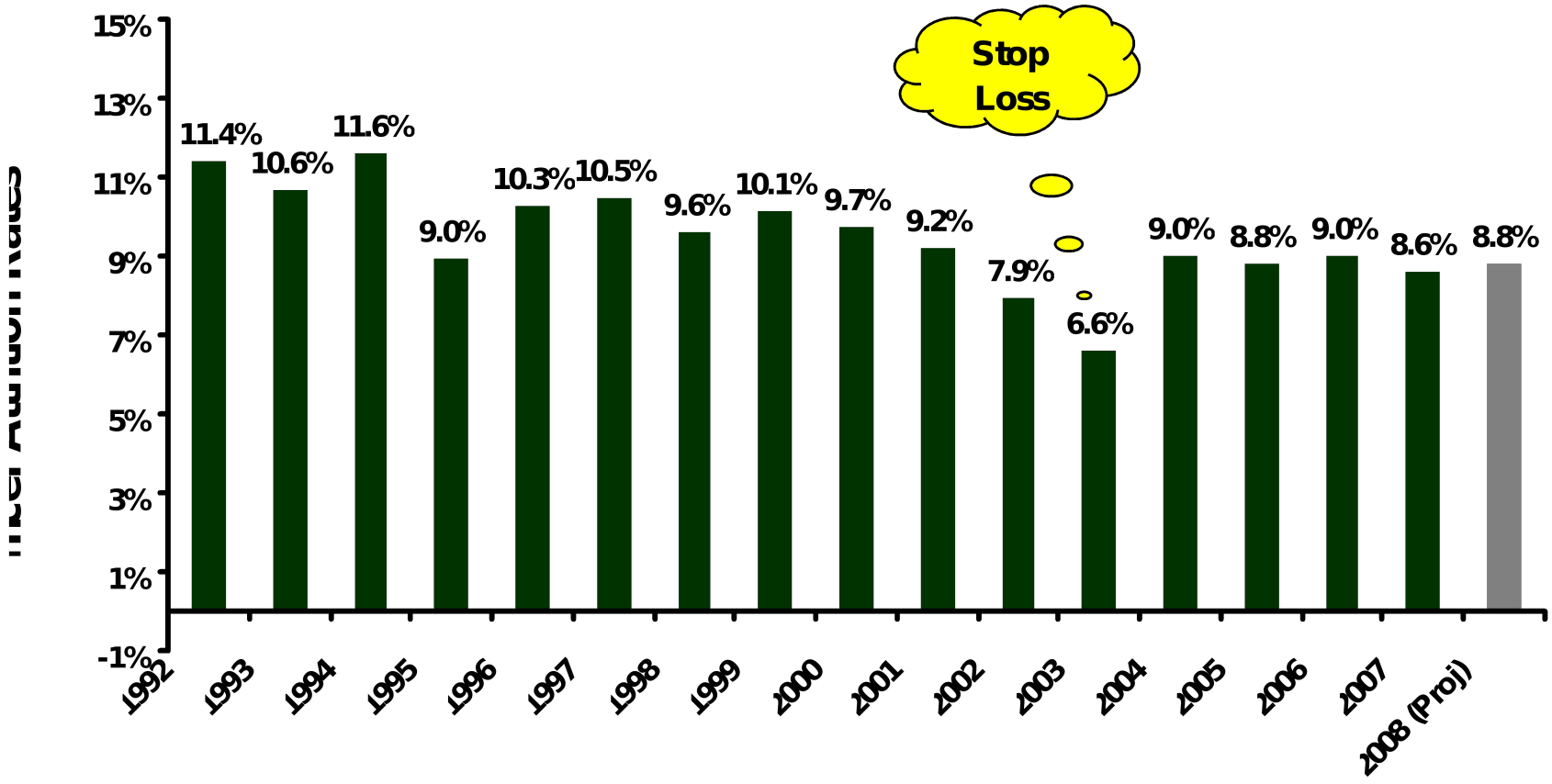
40% of 202K growth is in career force. FTAP retention percent will remain higher until larger cohorts reach reenlistment eligibility

- **FTAP**
  - Mission is 8,331
    - Historically FTAP is ~24% of eligible EAS population
  - 12% rate increase over pre-growth average rate
    - 36% of eligible FY09 EAS population
- **STAP**
  - Mission is 7,464
  - Missioned by Zone
    - Zone B is 3,283 (6% increase over pre-growth average rate)
    - Zone C is 2,376 (2% increase over pre-growth average rate)
    - Zone D is 1,805
- **SRB Program**
  - Budget requirement is $469.5M (5.5M increase over FY08)
  - Based upon reenlistment propensities and opportunity costs

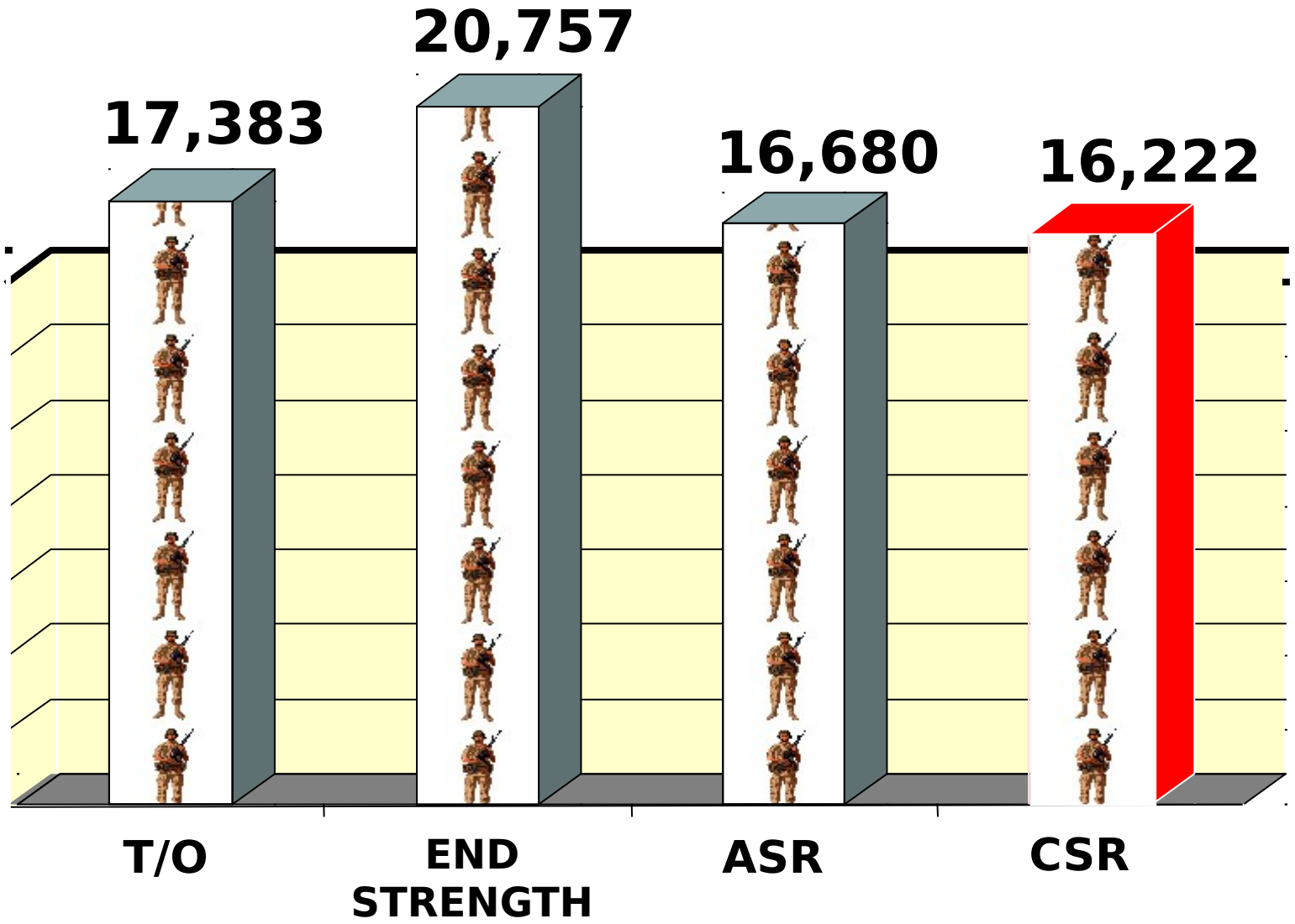
Non-EAS Attrition by Fiscal Year (AC)



Officer Attrition (AC)



Assignable Officer Inventory



MLG Staffing

ASR DATE	UNIT	T/O	ASR	STAFFING GOAL	ONBOARD (18 SEP 08)	ONBOARD AS % T/O
FY07	**1ST MLG**	**414**	**388**	**378**	**N/A**	
FY08		**412**	**388**	**376**	**402**	**98%**
FY09		**449**	**430**	**TBD**	**N/A**	
FY07	**2D MLG**	**423**	**396**	**384**	**N/A**	
FY08		**423**	**396**	**383**	**389**	**92%**
FY09		**446**	**437**	**TBD**	**N/A**	
FY07	**3D MLG**	**291**	**270**	**264**	**N/A**	
FY08		**288**	**269**	**263**	**251**	**87%**
FY09		**291**	**280**	**TBD**	**N/A**	

Separate MCC's

- **Each MLG adds up to 12 new MCC's in FY09**
- **Manning & Staffing Precedence Levels currently remain Pro-Share per MCO 5320.12F**
- **MMOA will start staffing to the separate MCC's upon publishing the FY09 staffing plan (Nov 08)**
- **MLG's will have less flexibility on internal assignments.**
  - Per the 1300.8R, "The assignment of enlisted Marines to and from MCC's and the assignment of officers to and from company grade billets between MCC's will only be made by the CMC (MMEA/MMOA as appropriate)."

Current Inventory Vs Req't

Grade	1302	0402	3002
O1/O2	143 128% of Reqt	414 115% of Reqt	132 100% of Reqt
O3	162 111% of Reqt	439 99% of Reqt	243 102% of Reqt
O4	111 95% of Reqt	326 99% of Reqt	183 101% of Reqt
O5	66 102% of Reqt	157 104% of Reqt	67 105% of Reqt
O6	8040 = 134 103% of Reqt		

Marine Corps Reserve

- War on Terror has necessitated a transition from a “Strategic” to an “Operational” Reserve
- Mobilizations and activations have provided substantial OPTEMPO relief for the AC
- Reserve units are in reality deployed for 12 months at a time with 7 months “Boots on the Ground” (ILOC time)
- 99% of all Marine Forces Reserve units have been activated at least once

Force Augmentation

Officers and Enlisted

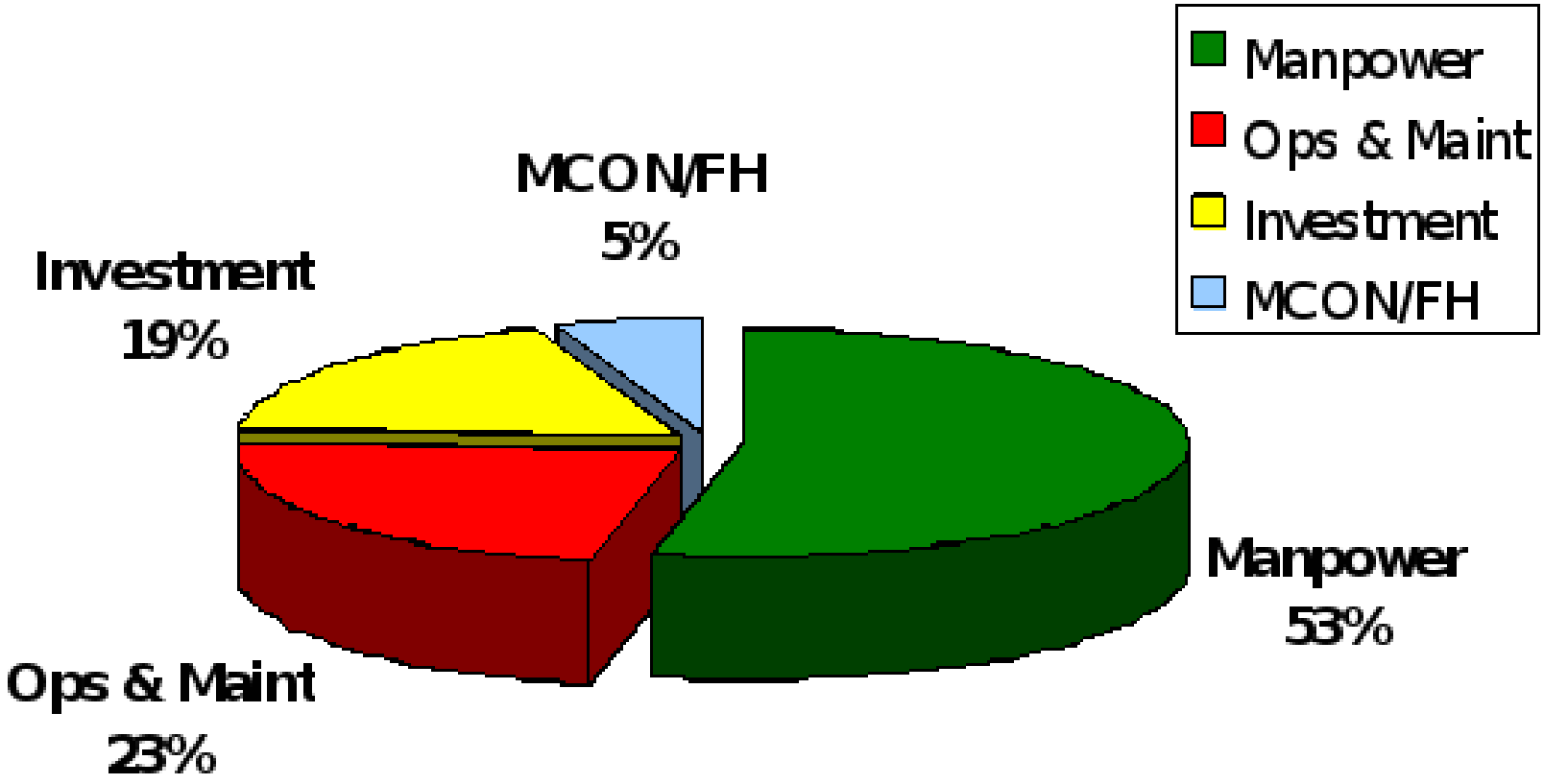
Joint USMC Billets on JMD	Joint USMC Billets Agreed to fill	Filled Joint Billets			Internal Service Augment Billets Requested (IAVB/IMA)	Service Augmentation Billets Filled			Total Billets for the USMC	Total IA and SA Billets filled		
		AC	RC	RET		AC	RC	RET		AC	RC	RET
588	485	251	131	8	2605	159	955	25	3090	410	1086	33
		390				1139				1529		

- **MMFA Manpower Priority**
  - OIF TT's (MFP 60%, MFC 40%)
  - JMDs
  - Internal USMC Requirements

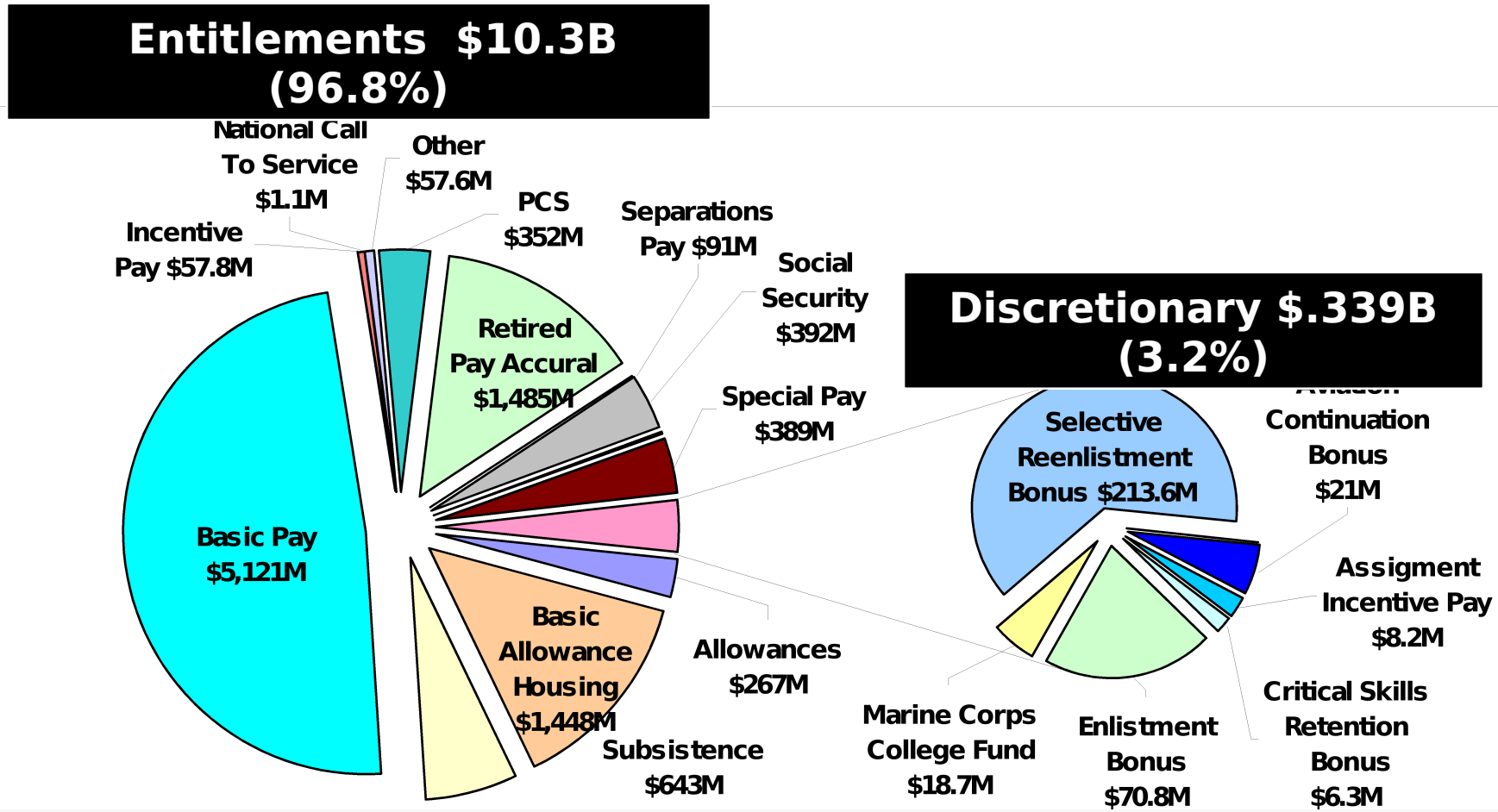
IRR Invol Recall Results

Activation	OIF 8.1 Oct 07-08	OIF 8.2 May 08-09	OIF 9.1 Nov 08-09
Required	1200	1500	1205
Mustered & Screened	1304	1915	1736
RAD	31	58	11
SMCR/IMA Joins	212 (16%)	290 (15%)	115 (7%)
IA Billet Volunteers	7	24 (1%)	1
Orders Issued	535 (41%)	571 (30%)	913 (53%)

FY08 Baseline Funding Mix



FY08 Military Personnel
(MilPers)



Warrior and Family Support

- **CMC Guidance to put programs on wartime footing**
- **FY08 and FY09 GWOT Supplemental ($100M per year)**
- **POM-10 funding increase ($110M annually; FY10-FY15)**
- **Improvement initiatives**
  - Revitalizing Unit Family Readiness and Marine Corps Family Team Building through expanded staff, training & technology
  - Exceptional Family Member Program (up to 40 hours of free respite care per month & ensuring appropriate access to medical, educational, and financial services)
  - Established a national, regional, and installation level school liaison capability to help resolve educational issues
  - Enhancing infrastructure, programs & services at remote & isolated commands (child care, fitness, facilities, staffing)
  - Deployed Satellite Communications and installation WIFI
  - Additional enhancements (Single Marine and family support, equipment/furnishings, child care, facility renovations)

"To The Fight" - Officer

- ALMAR 002/07 (CMC Intent) / MARADMIN 115/07 (MM Amplifying Guidance)
  - Must allow every Marine the opportunity to train, deploy, and fight
  - As feasible, reassign Marines that have yet to deploy to rotational units, but limit the impact on unit cohesion
  - Increased TOS Waivers, III MEF Assignment policy modifications

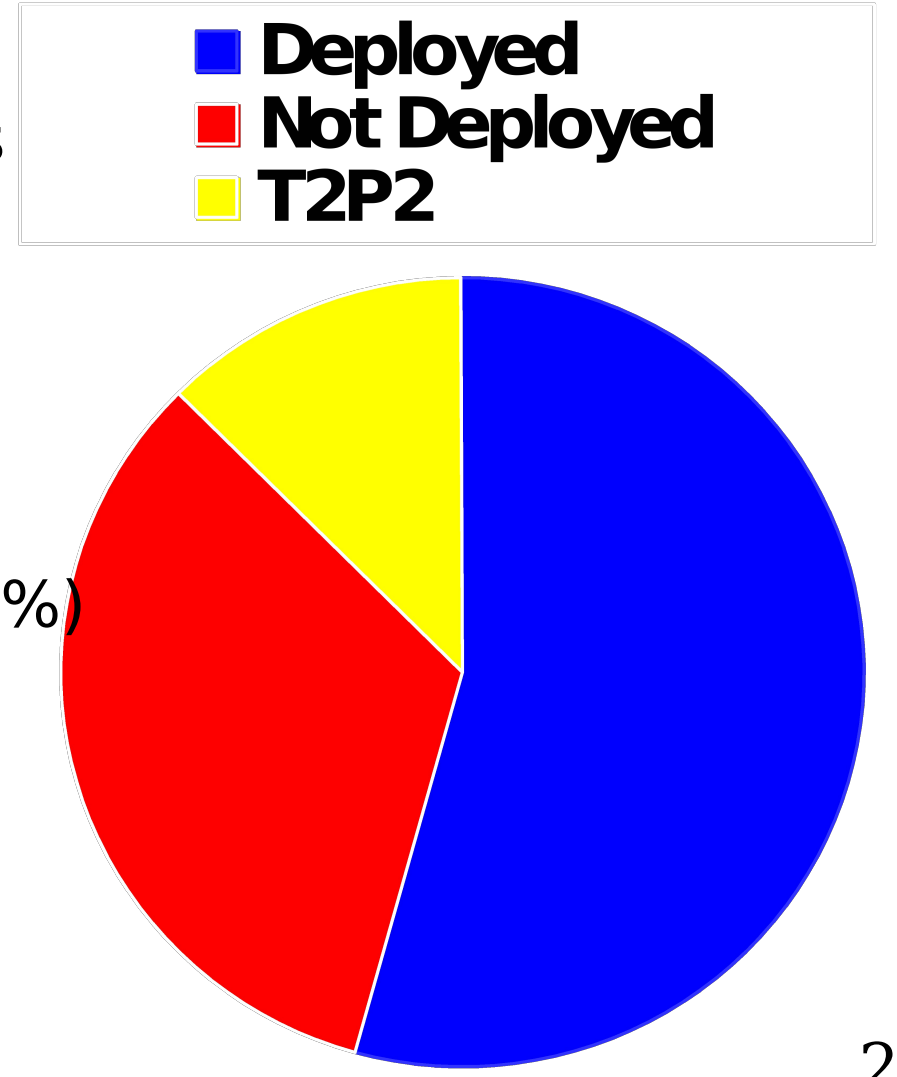
How Are We Doing?					
Metric	CG	Major	LtCol	Col	All Officers
Combat FITREP (since 9/11)	69%	75%	68%	61%	70%
ACM/ICM/GWOT-EM (Medal)	75%	85%	81%	72%	78%

“To the Fight” - Enlisted

- 174,646 Enlisted Marines
- 27,648 T2P2

- 146,854 Assignable
- 87,749 Deployed (60%)
- 59,105 Not Deployed (40%)

Snapshot of enlisted force on 26 Aug 07



Career Progression

- Boardroom Basics
- Command Opportunity
- Resident PME Opportunity
- Promotion Statistics
- Joint Assignments

Boardroom

O-5 Command Select Rates

FY09					
MOS	POPULATION	PRIMARY	ALTERNATE	SLATE (%)	SCREEN (%)
0402	**64**	**13**	**11**	**20.3**	**37.5**
1302	**23**	**5**	**4**	**21.7**	**39.1**
3002	**26**	**4**	**3**	**15.3**	**26.9**
TOTAL	**113**	**22**	**18**	**19.5**	**35.4**
FY08					
MOS	POPULATION	PRIMARY	ALTERNATE	SLATE (%)	SCREEN (%)
0402	**58**	**11**	**8**	**18.9**	**32.7**
1302	**22**	**7**	**5**	**31.8**	**54.5**
3002	**29**	**5**	**4**	**17.2**	**31.0**
TOTAL	**109**	**23**	**17**	**21.1**	**36.7**
FY07					
MOS	POPULATION	PRIMARY	ALTERNATE	SLATE (%)	SCREEN (%)
0402	**57**	**12**	**9**	**21.0**	**36.8**
1302	**17**	**6**	**5**	**35.3**	**64.7**
3002	**21**	**4**	**2**	**19.0**	**28.6**
TOTAL	**95**	**22**	**16**	**23.2**	**40.0**

O-6 Command Select Rates

FY09					
AMOS	POPULATION	PRIMARY	ALTERNATE	SLATE (%)	SCREEN (%)
0402	**15**	**3**	**7**	**20.0**	**66.6**
1302	**13**	**5**	**3**	**38.4**	**61.5**
3002	**12**	**3**	**1**	**25.0**	**33.3**
TOTAL	**40**	**11**	**11**	**27.5**	**55.0**
FY08					
AMOS	POPULATION	PRIMARY	ALTERNATE	SLATE (%)	SCREEN (%)
0402	**15**	**2**	**5**	**13.3**	**46.6**
1302	**12**	**5**	**3**	**41.6**	**66.6**
3002	**9**	**2**	**1**	**22.2**	**33.3**
TOTAL	**36**	**9**	**9**	**25.0**	**50.0**
FY07					
AMOS	POPULATION	PRIMARY	ALTERNATE	SLATE (%)	SCREEN (%)
0402	**25**	**5**	**5**	**20.0**	**40.0**
1302	**5**	**1**	**1**	**20.0**	**40.0**
3002	**10**	**3**	**2**	**33.3**	**50.0**
TOTAL	**40**	**9**	**8**	**22.5**	**42.5**

FY 03-09 Available PMOS Cmds

FY	0402	1302	3002	8040
09	**10**	**7**	**5**	**10**
08	**11**	**11**	**1**	**9**
07	**8**	**7**	**7**	**13**
06	**11**	**10**	**2**	**12**
05	**7**	**3**	**3**	**10**
04	**13**	**7**	**2**	**12**
03	**7**	**10**	**3**	**10**
AVG/YR	9.5	7.8	3.2	10.8

AY08 CLS Selection Rate

MOS	ELIGIBLE	SELECT	SELECT %
0402*	**73**	27	**37.0%**
1302*	**33**	16	**48.5%**
3002*	**26**	11	**42.3%**
TOTAL	**132**	54	**40.9%**

***Denotes MOSs with Army CCC opportunities**

AY 08/09 ILS Selection Rates

	Eligible	Primary	% of Eligible	Alternate	% of Eligible
MOS	Population	Selects	Population	Selects	Population
0402	**65**	13	**20.00%**	**6**	**9.23%**
1302	**15**	5	**33.33%**	**2**	**13.33%**
3002	**34**	3	**8.82%**	**1**	**2.94%**
8059	**3**	1	**0.00%**	**0**	**0.00%**
Overall	117	22	18.8%	9	7.7%

AY 08/09 TLS Selection Rates

MOS	Eligible	Primary	% of Eligible Population	Alternate Population	% of Alternate Population	% of Eligible and Alternate
0402	**49**	9	**18.37%**	**2**	**4.08%**	**22.45%**
1302	**26**	7	**26.92%**	**5**	**19.23%**	**46.15%**
3002	**24**	3	**12.50%**	**3**	**12.50%**	**25.00%**
8059	**17**	2	**11.76%**	**3**	**17.65%**	**29.41%**
Overall	666	99	14.80%	53	8.00%	22.80%

Promotion Statistics (0402)

Board average	COL 52%	LTCOL 70%	MAJ 90%
FY09	**46.2%** **(57% Selection Rate)**	**75%** **(75% Selection Rate)**	**82.4%** **(90% Selection Rate)**
FY08	**58.3**	**62.2**	**92.2**
FY07	**61.2**	**73.3**	**87.5**
FY06	**54.5**	**56.8**	**91.4**
FY05	**58.3**	**69**	**93.3**

Promotion Statistics (3002)

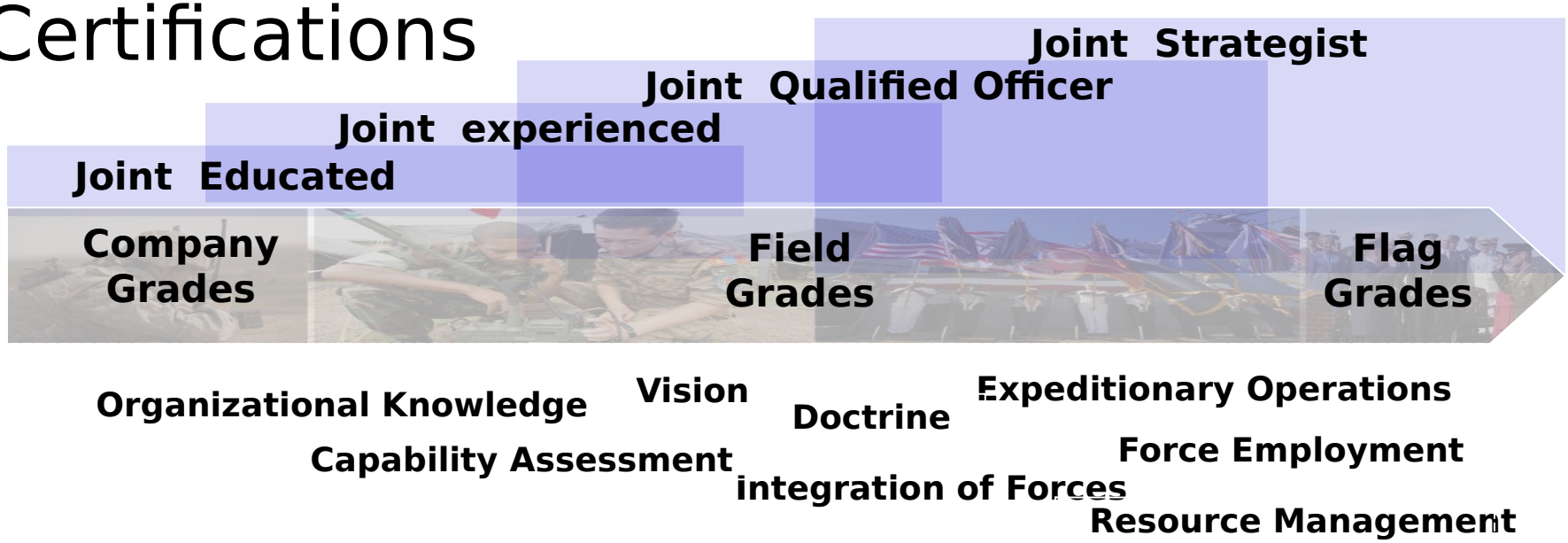
Board average	COL 52%	LtCol 70%	MAJ 90%
FY09	**60** (57% Selection Rate)	**58.8** (75% Selection Rate)	**89.8** (90% Selection Rate)
FY08	**37.5**	**68**	**85.7**
FY07	**38.5**	**58.3**	**94.1**
FY06	**15.4**	**87.5**	**92.6**
FY05	**50**	**57.1**	**86.4**

Promotion Statistics (1302)

Board average	COL 52%	LTCOL 70%	MAJ 90%
FY09	**57.1** **(57% Selection Rate)**	**77.8** **(75% Selection Rate)**	**93.8** **(90% Selection Rate)**
FY08	**66.7**	**61.1**	**95.2**
FY07	**60**	**73.3**	**71.4**
FY06	**50**	**72.2**	**93.8**
FY05	**50**	**83.3**	**82.4**

Joint Qualification System

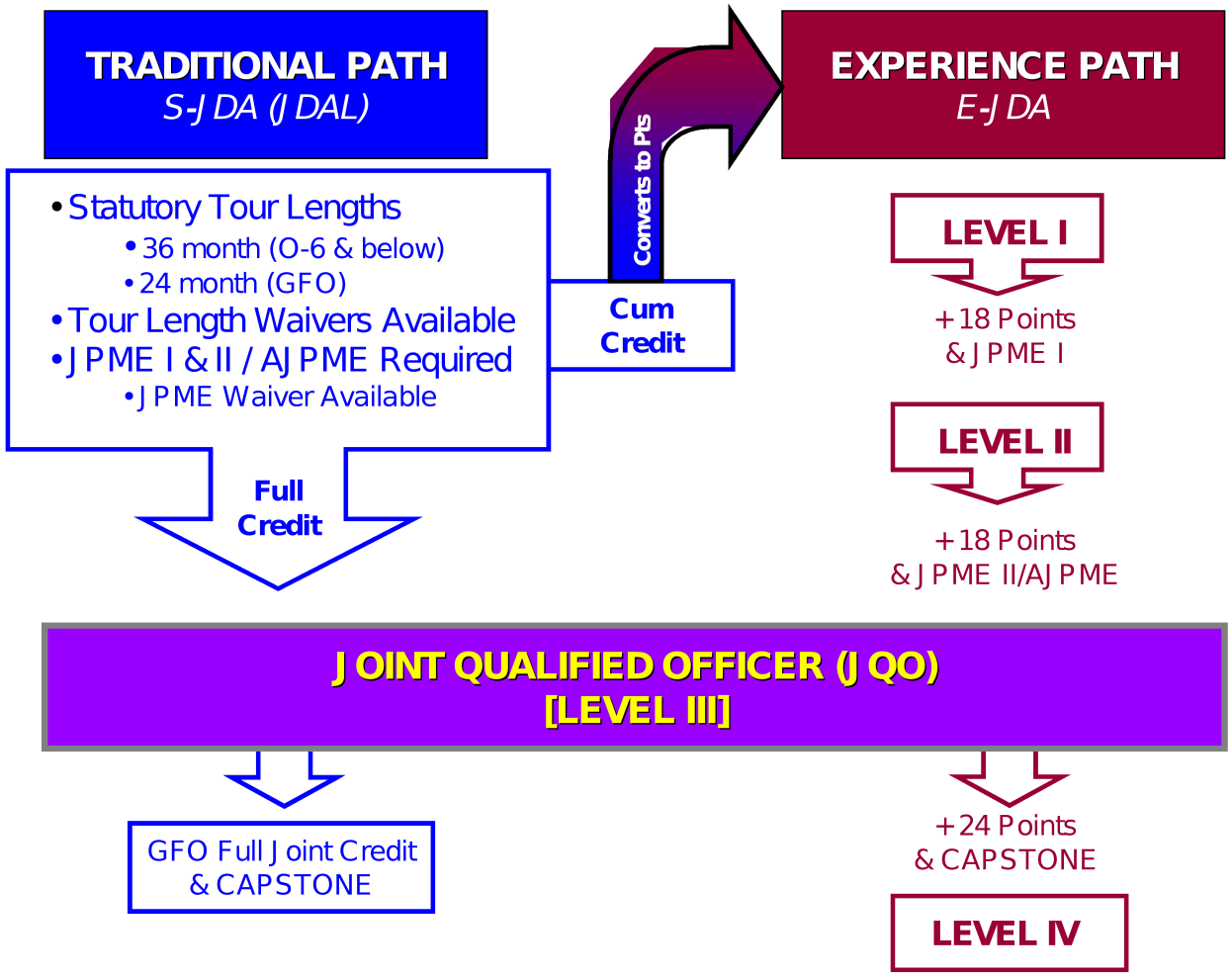
- Competency-based Certifications



- Unlimited Combinations

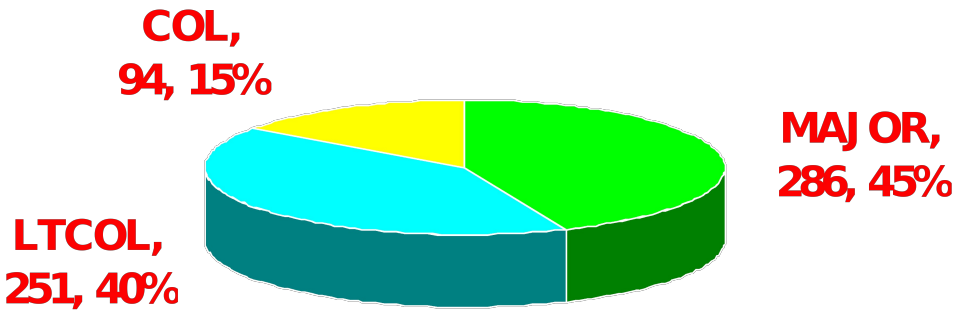
Joint Competencies (Training, Education, Experiences) = JQO

JQS – Dual Track to JQO


TRADITIONAL PATH
S-J DA (J DAL)
• Statutory Tour Lengths
• 36 month (O-6 & below)
• 24 month (GFO)
• Tour Length Waivers Available
• J PME I & II / AJ PME Required
• J PME Waiver Available
Full Credit
Converts to Pts
Cum Credit
EXPERIENCE PATH
E-J DA
LEVEL I
+18 Points & J PME I
LEVEL II
+18 Points & J PME II/AJ PME
J OINT QUALIFIED OFFICER (J QO) [LEVEL III]
GFO Full Joint Credit & CAPSTONE
+24 Points & CAPSTONE
LEVEL IV

Joint Assignments

- **Rank Breakdown**



- **Mandated tour length average of 36 months**
  - Full Credit Tour = 36 Months (COS Officer minimum is 22)
  - Short tours are limited by law
  - Extensions on joint duty are discouraged
- **15% Reduction in JDAL forthcoming**
- **Joint Qualified Officer (JQO)**
  - JPME I + JPME II + Full Joint Credit Tour (JDAL) = JQO
  - 36 Points (JQS)
  - MARADMIN 477/07, MMOA-5 Web Site

Joint Assignments

	0402	3002	1302	8040
MAJOR	**43**	**15**	**7**	**N/A**
LTCOL	**19**	**13**	**7**	**N/A**
COLONEL	**N/A**	**N/A**	**N/A**	**20**
TOTAL	**62**	**28**	**14**	**20**

- All billets represent service in a standard joint duty assignment (S-JDA), via the Joint Duty Assignment List (JDAL)
- The above listed numbers represent a “snap-shot” as of Aug 08. Staffing for FY09 may change numbers (+/-).

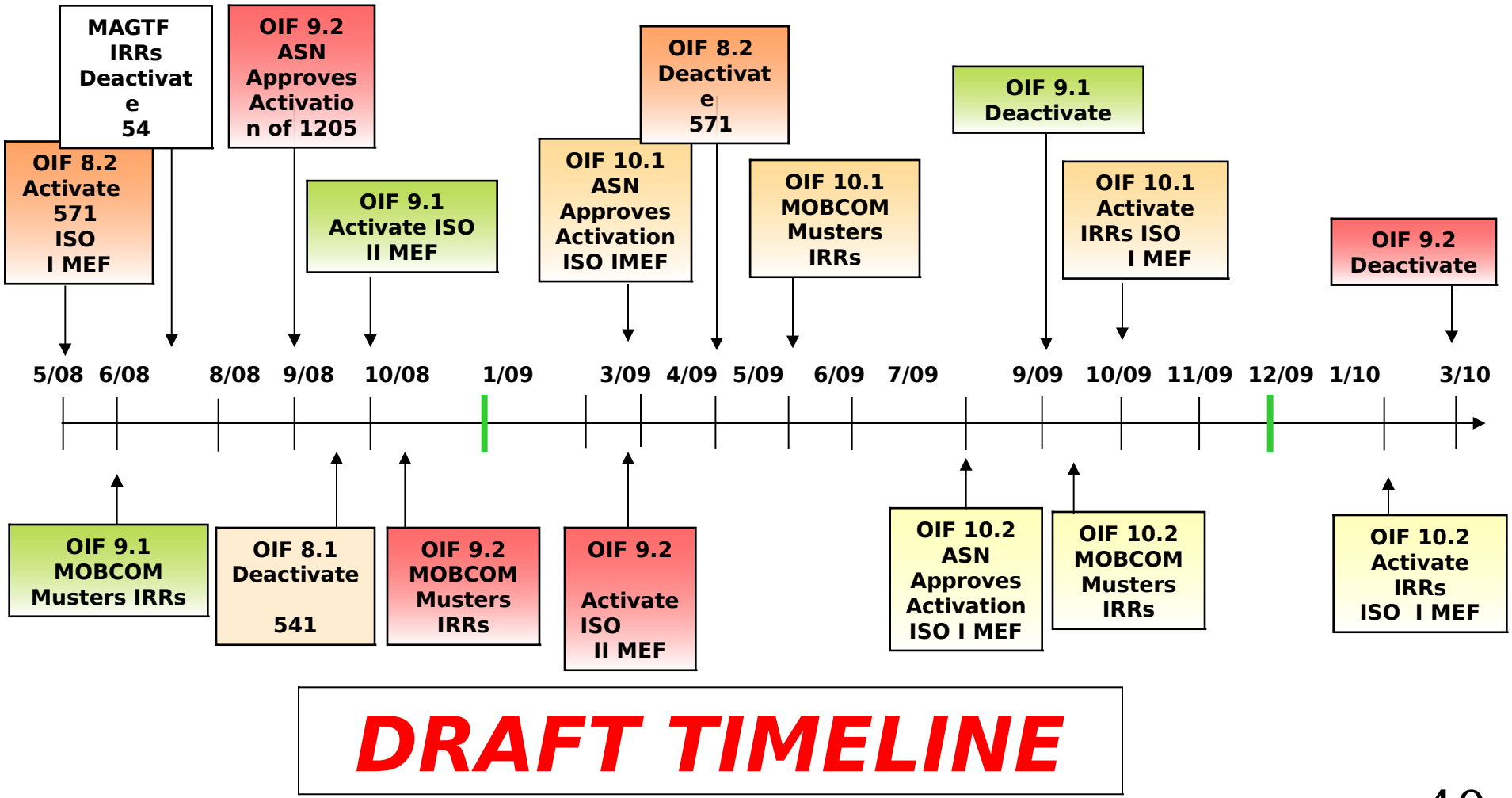
Questions

Current Relative Demographics by Percentage (AC)

Population	White	Black	Hispanic	Asian	Other
United States	66.9%	12.8%	14.4%	4.3%	1.6%
USMC Officer	82.3%	6.3%	6.3%	3.3%	1.8%
USMC Enlisted	70.2%	11.2%	13.0%	3.0%	2.6%

IRR Invol Recall 2,500 Cap

(OIF 8.2-10.1)


MAGTF IRRs Deactivate 54
OIF 9.2 ASN Approves Activation of 1205
OIF 8.2 Deactivate 571
OIF 8.2 Activate 571 ISO I MEF
OIF 9.1 Activate ISO II MEF
OIF 10.1 ASN Approves Activation ISO IMEF
OIF 10.1 MOBCOM Musters IRRs
OIF 9.1 Deactivate
OIF 10.1 Activate IRRs ISO I MEF
OIF 9.2 Deactivate
5/08 6/08 8/08 9/08 10/08 1/09 3/09 4/09 5/09 6/09 7/09 9/09 10/09 11/09 12/09 1/10 3/10
OIF 9.1 MOBCOM Musters IRRs
OIF 8.1 Deactivate 541
OIF 9.2 MOBCOM Musters IRRs
OIF 9.2 Activate ISO II MEF
OIF 10.2 ASN Approves Activation ISO I MEF
OIF 10.2 MOBCOM Musters IRRs
OIF 10.2 Activate IRRs ISO I MEF

DRAFT TIMELINE